DOCUMENT RESUME

ED 424 897 JC 990 007

AUTHOR	Craig, Ford M.
TITLE	A Sampling of Distance Learning Compensation Practices 1998-99.
INSTITUTION	Mid-Plains Community Coll. Area, North Platte, NE. Office of Institutional Research.
PUB DATE	1998-11-00
NOTE	7p.
PUB TYPE	Reports - Research (143)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Collective Bargaining; College Faculty; Community Colleges; Comparative Analysis; *Compensation (Remuneration); *Distance Education; Educational Policy; *Program Design; Program Implementation; Surveys; Two Year Colleges
IDENTIFIERS	Mid Plains Community College Area NE

ABSTRACT

In order to facilitate the collective bargaining process for distance learning compensation at Mid-Plains Community College Area in Nebraska (MPCCA), a phone survey was conducted in 1998. All in-state, public 2-year community colleges were contacted regarding their compensation practices in this area. In addition, a sampling of public 2-year colleges from other states was included, as was one 4-year institution. Survey questions asked whether additional compensation was given to instructors for learning how to prepare a distance education class or for actually preparing it; if extra compensation was given for teaching the class; and if any additional compensation was given, what type was it (i.e., ongoing, or only for the first time the class was taught). Results, based on 20 college respondents, showed that: (1) only two colleges compensated instructors on an ongoing basis for the development of a distance learning course: Elgin Community College, at which additional pay stops after 2 semesters, and MPCCA; (2) nine colleges did not extra compensate faculty for developing or learning to develop a distance learning course; and (3) 10 colleges did not give faculty extra compensation for teaching distance learning courses. A matrix of survey results details compensation by institution. (EMH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 424 897

A Sampling of Distance Learning Compensation Practices 1998-99

Prepared by Mid-Plains Community College Area Office of Institutional Research in Cooperation With the MPCCA President, and the Director of Distance Learning at McCook Community College

Ford M. Craig, Ed.D

November 1998

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
X This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
F. M. Craig
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

JC990 007

BEST COPY AVAILABLE

Distance Learning Compensation

The Phone Survey Process

In order to facilitate the collective bargaining process at Mid Plains Community College Area, a multi-campus community college district in west central and southwest Nebraska, a phone survey was conducted in October of 1998. All in-state, public, two-year community colleges were contacted regarding distance learning compensation practices. In addition, a sampling of public two-year colleges from other states was included, as well as one four-year institution.

Three research questions were used to secure the relevant information:

1. Was there any type of compensation for (a) learning how to prepare a distance learning class or (b) for the actual preparation of a class?

2. Was there any type of extra compensation (money or released time) for teaching the class once it was developed?

3. If there was compensation, was it ongoing? That is, would an instructor continue to receive the additional compensation on an ongoing basis, or was the compensation only for the first time the class was taught?

Survey Results

A matrix chart, which appears on the following pages, was developed to display the results of the survey. In the chart, column one identifies the institution; column two – compensation practices related to course development; column three – compensation practices related to actual instruction and column four – whether or not additional instructional compensation was of an ongoing nature.

BEST COPY AVAILABLE

DISTANCE LEARNING
Compensation Practices

INSTITUTION	COMPENSATION FOR DEVELOPMENT OF COURSES	TEACHING OF COURSES	ONGOING
Elgin Comm. College	100.00 for each 8 hours of formal training they attend. Also, 3 hrs of release time for developing an online course.	200.00/class	Additional pay stops after two semesters.
Western Iowa Tech.	None	350.00 - per class One time payment.	No
Johnson Comm. College, KS	Release time from 1 course.	None	No
Northern Wyoming Comm. College District.		None	No
Eastern Iowa Comm. College	Title III Grant is providing for training costs to train instructors how to develop a course.	50.00 per credit hour. 1 time payment.	No
Central Wyoming Comm. College	Part of a four state consortium. Federal funding: Basic course development - 500.00 to 1500.00.	Part of Regular Load.	No
Crowder College, MO	None	None	No
Ozark Technical Comm. College, Missouri	None	No	No
Central Comm. College, Grand Island, NE	Two hour release time the semester before they teach the class.	In special cases may pay overload one hour of release time the semester of teaching the class.	No

Metropolitan Comm. College, Omaha, NE	300.00 to 500.00	None	No
Northeast Comm. College Norfolk, NE	Training required prior to teaching; institution pays 200.00 to 500.00 of training costs.	None	No
Southeastern Comm. College Lincoln, NE	First time preparation of course - 3 hrs. of overload pay.	1 hour of release time for a 3 credit hour course. they are teaching.	-
Western Nebraska Comm. College Area, Scottsbluff, NE	First time development fee of 125.00 per credit hour.	None	No
Northern Illinois University	None	$500/course	Yes
Albuquerque Technical/Vocational Comm College	None	None	No
Northwestern Michigan Comm. College	None	First-release time or stipend	No
Florida Comm. College	None	None	No
El Paso County Comm. College	None	None	No
Seward County Comm. College	None	None	No
Mid-Plains Community College Area, North Platte, NE	One-time payment of $ 300 per credit hour for course development	$ 200 for each full or partial increment of three off-campus students	Yes